



Introduction to the WorkPlace Big Five Profile™

In 2001, the Center for Applied Cognitive Studies introduced the WorkPlace Big Five Profile™, a 107-item survey with workplace-oriented language that measures five super-traits and 24 sub-traits. The current 4.0 version has 23 sub-traits.

The five super-traits that describe work-related behavior are—

Need for Stability (N)



Explains how people at work respond to and handle stressful situations—a critical aspect of today's successful and effective work environment.

- Worry
- Intensity
- Interpretation
- Rebound Time

Extraversion (E)



Defines how people at work tolerate and deal with sensory bombardment or the lack of it. Situations would include when people work alone at home or settings and sensory experiences such as a three-day senior management off-site strategy meeting.

- Warmth
- Sociability
- Activity Mode
- Taking Charge
- Trust of Others
- Tact

Originality (O)



Illustrates how open and accepting people at work are to new experiences, ideas and change.

- Imagination
- Complexity
- Change
- Scope

Accommodation (A)

Measures how easily or to what degree of difficulty people defer to others—this super trait relates directly to power and how to use it effectively.

- Others' Needs
- Agreement
- Humility
- Reserve

Consolidation (C)

Explains the degree to which people at work focus on their work, goal accomplishment and needs for achievement and success.

- Perfectionism
- Organization
- Drive
- Concentration
- Methodicalness

The Workplace Big Five™ also measures the trait energy you have to support the following competencies:

Managing through Systems	Flexibility	Competitiveness
Listening	Facilitation	Business Acumen
Keyboarding Accuracy	Entrepreneurship	Basic Leadership Orientation
Innovation, Comfort with	Diversity, Comfort with	Analytical Thinking
Informing Others	Diplomacy	Ambition
Independently, Comfort Working	Development of Personnel	Ambiguity & Paradox, Comfort w/
Humor	Delegation	Adherence to Policy
Hiring and Staffing	Decision-Making Skills	Action Orientation
Future Orientation/Visionary Outlook	Customer Service Orientation	Written Communications
Follow Through	Creativity	Work-Life Balance
Objectivity	Numerical Accuracy	Motivation of Others
Technical Learning	Range of Perspective and Interests	Overseas Work Success, Likelihood of
Teamwork and Cooperation	Quality Orientation	Organization

Self-Development	Presentation Skills	Optimism
Self-Control	Political Savvy	Responsibility Acceptance
Self-Confidence	Planning	Reliability and Consistency
Sales Orientation	Performance Focus	Meeting Management
Safety Orientation	Paperwork, Comfort with	Risk Taking

WorkPlace Big Five Applications

